



# **INTEGRATED EDUCATION AND TRAINING-BUILDING A WIOA COMPLIANT IET PROGRAM**

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# QUOTE:

- First, education isn't just another issue. It is the most powerful force for accelerating economic growth, reducing poverty and lifting middle-class living standards. Well-educated adults earn much more, live longer and are happier than poorly educated adults. When researchers try to tease out whether education does much to cause these benefits, the answer appears to be yes.

DAVID LEONHARDT

# TRAINING OBJECTIVES:

- ▶ WIOA IET overview
- ▶ Characteristics and components
- ▶ IET Checklist
- ▶ Examples of IET (table top)
- ▶ Overview of 4 IET models



# WIOA AND IET DEFINITION

- ▶ What
  - ▶ Why
  - ▶ Connections
- 
- ▶ Aligns with the skill needs of industries in the economy;
  - ▶ Helps to put students and curriculum on a career pathway spectrum

# IET DEFINITION

- INTEGRATED EDUCATION AND TRAINING – means a service approach that provides *adult education and literacy activities* concurrently and contextually with *workforce preparation activities* and *workforce training* for a specific occupation or occupational cluster for the purpose of educational and career advancement.

# CHARACTERISTICS OF IET

The term “**integrated**” (§463.37) means services must be provided concurrently and contextually such that:

- ▶ Are each of sufficient intensity and quality, and based on the most rigorous research available, particularly with respect to improving reading, writing, mathematics, and English proficiency of eligible individuals;
- ▶ Occur simultaneously; and
- ▶ Use occupationally relevant instructional materials.

# CHARACTERISTICS OF IET

- Definition of contextually:
  - Real world application of both vocational and academic material.

# SO, WHAT IS IET, REALLY?

## **MATH**

**If I decrease this patient's daily liquid intake by 15%, how much can she drink?**

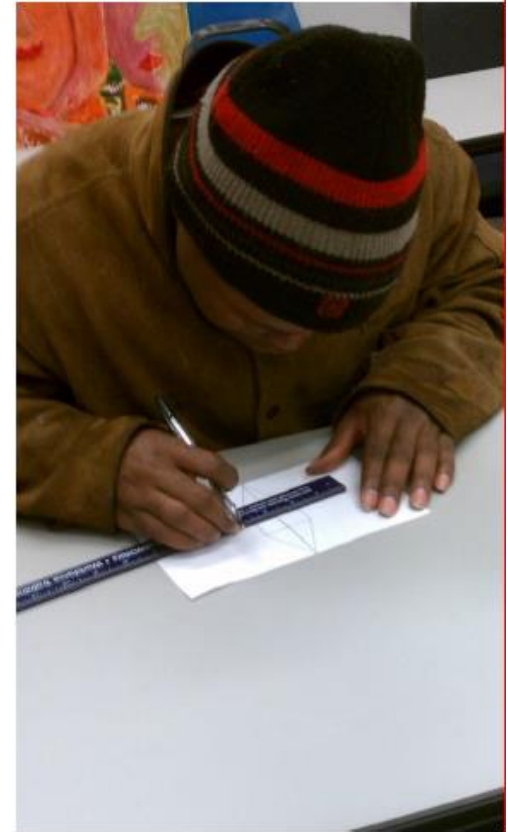
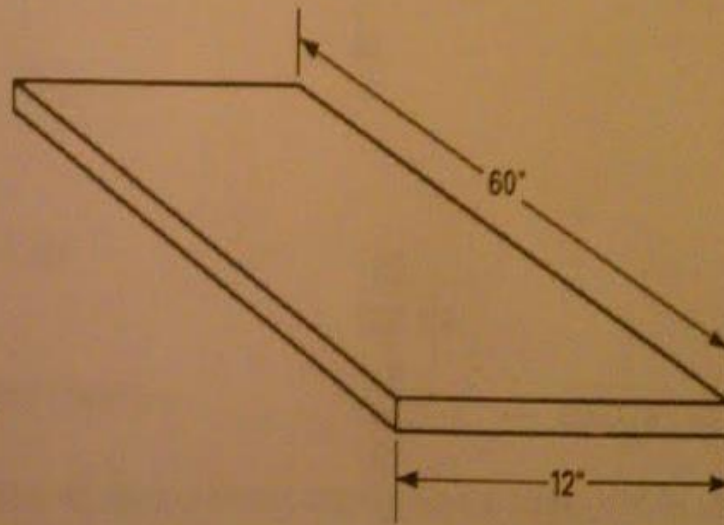
## **LANGUAGE**

**What is the basic format for Allied Health incident reports?**



# SO, WHAT IS IET, REALLY?

5. The welder flame-cuts this plate into seven equal pieces, each 12" long. Find, to the nearest hundredth inch, the width of each piece. Allow  $\frac{3}{16}$ " waste for each cut.



# CHARACTERISTICS OF IET

- The integrated education and training program has a single set of learning objectives that identifies:
  - specific adult education content;
  - workforce preparation activities; and
  - workforce training competencies, and the program activities are organized to function cooperatively.

# CHARACTERISTICS OF IET

- The phrase “for purposes of **educational and career advancement**” means:
  - The adult education component of the program is aligned with the State’s content standards for adult education as described in the State’s Unified or; and
  - The integrated education and training program is part of a ***career pathway***.

# CHARACTERISTICS OF IET

## ► Career pathways and Sector partnerships

How does IET fit into career pathways? It is important to note the role of IET in career pathways. Career pathways are an integrated service delivery model across education and workforce development that allow local areas to design solutions leveraging the strengths of workforce development and education across the spectrum. Under Title II of the Workforce Innovation and Opportunity Act (WIOA), also known as the Adult Education and Family Literacy Act (AEFLA), IET is the instructional strategy for career pathways, and elements “D” and “E” from the WIOA definition of a career pathway align with the IET elements of concurrent activity and contextualization as acceleration strategies:



# CHARACTERISTICS OF IET

## ► IET and career pathways

(7) CAREER PATHWAY.—The term “career pathway” means a combination of rigorous and high-quality education, training, and other services that—

(A) aligns with the skill needs of industries in the economy of the State or regional economy involved;

(B) prepares an individual to be successful in any of a full range of secondary or postsecondary education options, including apprenticeships registered under the Act of August 16, 1937 (commonly known as the “National Apprenticeship Act”; 50 Stat. 664, chapter 663; 29 U.S.C. 50 et seq.) (referred to individually in this Act as an “apprenticeship”, except in section 171);

(C) includes counseling to support an individual in achieving the individual’s education and career goals;

(D) includes, as appropriate, education offered concurrently with and in the same context as workforce preparation activities and training for a specific occupation or occupational cluster;

(E) organizes education, training, and other services to meet the particular needs of an individual in a manner that accelerates the educational and career advancement of the individual to the extent practicable;

(F) enables an individual to attain a secondary school diploma or its recognized equivalent, and at least 1 recognized postsecondary credential; and

(G) helps an individual enter or advance within a specific occupation or occupational cluster.

# CHARACTERISTICS OF IET AND CAREER PATHWAYS



## Career Pathways

Through IET programs, adults seek goal-oriented, relevant, practical knowledge. People with family and work responsibilities can offset the opportunity costs of education when IET truly leads to educational and economic mobility. To be part of a comprehensive career pathway, IET programs need a sector focus and robust participant supports. Focusing on sectors that have value in the regional labor market provides greater opportunity for quality employment. And to create access for all levels of adult learners, IET programs must span the spectrum of education, providing “on ramps” from the first levels of basic education or English language learning to secondary diplomas or equivalency completion.

# CHARACTERISTICS OF IET

- WIOA Sec. 3(7) defines Career Pathways to mean a combination of rigorous and high-quality education, training, and other services that:
  - aligns with skill needs of industries in the state or regional economy
  - prepares an individual to succeed in secondary or postsecondary education options
  - \*includes counseling to support the individual's education and career goals

# COMPONENTS OF IET

- ▶ IET is **adult education and literacy activity**
- ▶ **Includes workforce preparation,**
- ▶ **and workforce training**

“each of sufficient intensity and quality, and based on the most rigorous research available, especially with respect to improving reading, writing, mathematics, and English proficiency of eligible individuals”



# SO, WHAT IS IET, REALLY?

Basic Skills Education + Vocational Education



Workforce



**Integrated** at the same time in the same classroom...

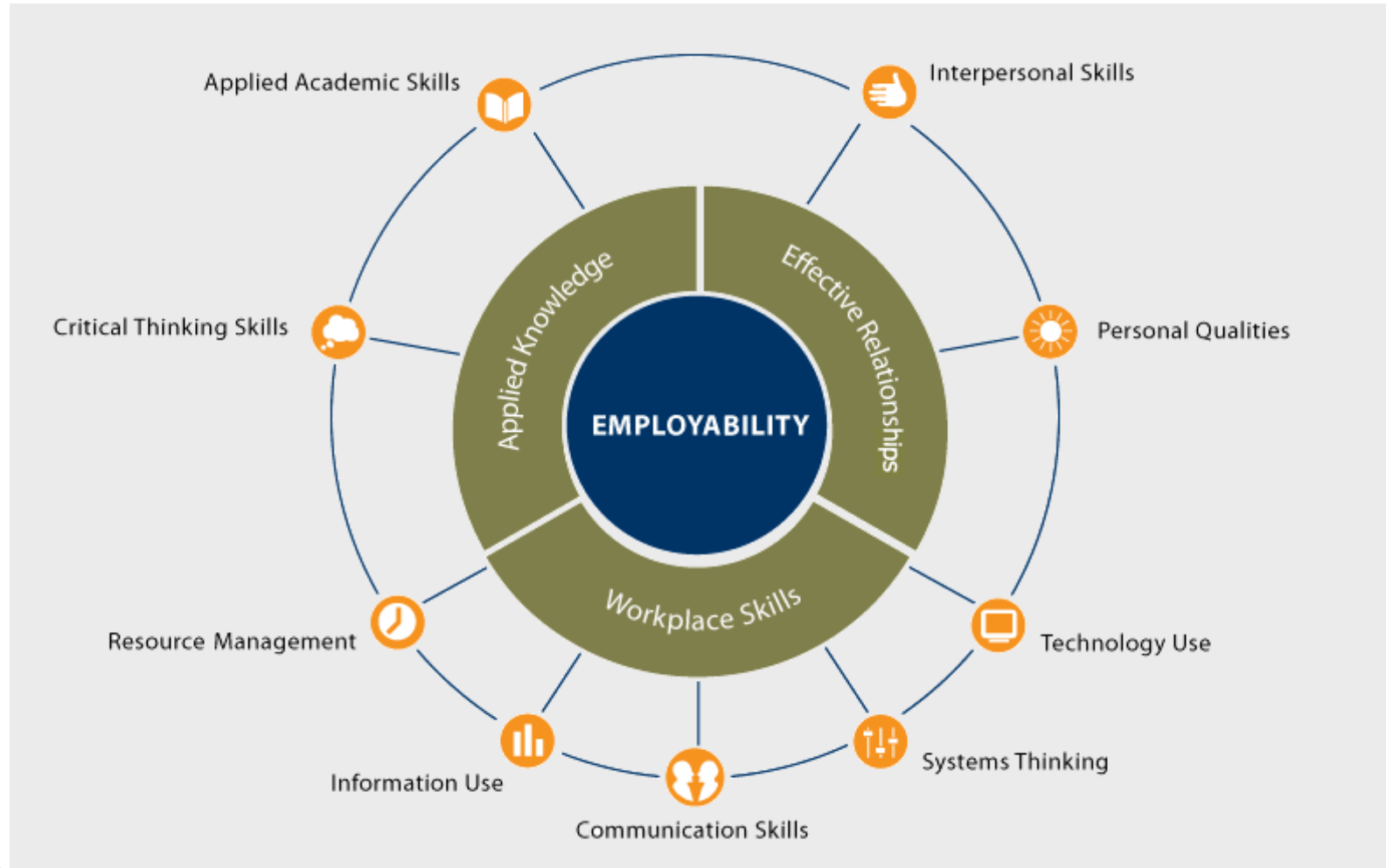
# THE 3 COMPONENTS OF IET

- Adult Education and Literacy Activities must include one or more of the following as described in rule §463.30:
  - Adult education
  - Literacy
  - Workplace adult education and literacy activities
  - Family literacy activities
  - English language acquisition activities
  - Civics education

# WORKFORCE PREP ACTIVITIES

- WORKFORCE PREPARATION ACTIVITIES - means Activities, programs, or services designed to help an individual acquire a combination of basic academic skills, critical thinking skills, digital literacy skills, and self-management skills, including competencies in:
  - Utilizing resources;
  - Using information;
  - Working with others;
  - Understanding systems;
  - Skills necessary for successful transition into and completion of postsecondary education or training, or employment; and
  - Other employability skills that increase an individual's preparation for the workforce.

# AND 21<sup>ST</sup> CENTURY WORK SKILLS PREP



# THE 3 COMPONENTS OF IET

- **Workforce Training** must include at least one of the following as described in WIOA law section 134 (c) (3) (D):
  - Occupational skills training, including training for nontraditional employment
  - On-the-job training
  - Incumbent worker training
  - Programs that combine workplace training with related instruction, which may include cooperative education programs
  - Training programs operated by the private sector
  - Skill upgrading and retraining

# THE 3 COMPONENTS OF IET

- ▶ **Workforce Training** could also include at least one of the following:
  - ▶ Entrepreneurial training
  - ▶ Transitional jobs
  - ▶ Job readiness training
  - ▶ Customized training conducted with a commitment by an employer or group of employers to employ an individual upon successful completion of the training/apprenticeships

# NOT AN IET PROGRAM – OK!

- ▶ Bridge program
- ▶ Contextualized lessons alone
- ▶ Employability skills infused in curriculum
- ▶ Career exploration

# DOES ONE TITLE NEED TO PROVIDE ALL COMPONENTS OF AN IET?

You can but you don't have to:

- Co-enroll participants with a partner in the local or regional workforce development area who does provide IET or a component of it
- Create IET at your program



# HERE IS A NICE CHECKLIST

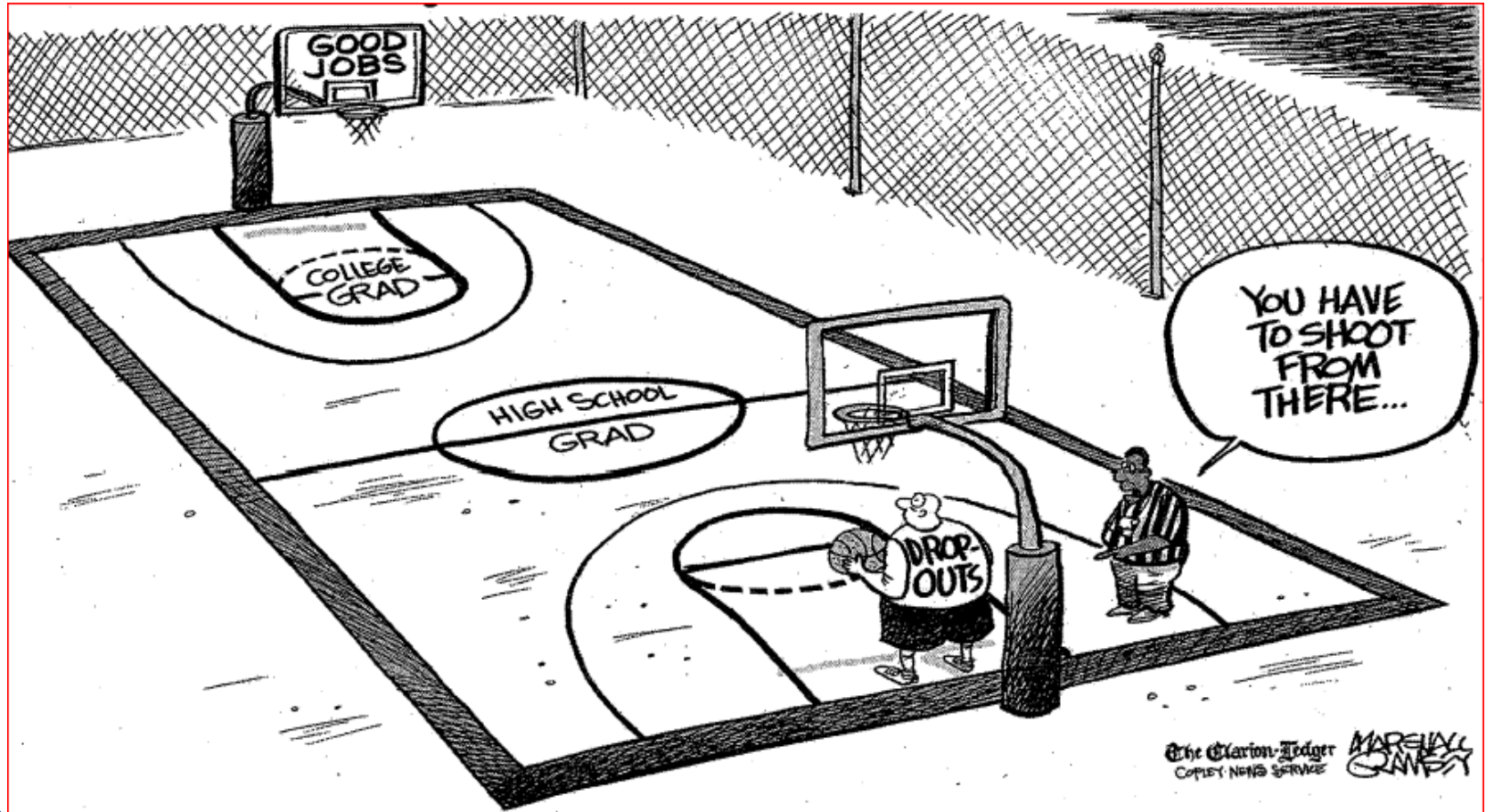
- ▶ National Adult Education Professional Development Consortium
- ▶ Helps you meet the definition set form in WIOA law
- ▶ Can be used as a review or development of new IET programs

# IET CASE EXAMPLES

## ► TABLE TOP HANDOUTS GROUP DISCUSSIONS AND REPORT OUT



# AND, THIS IS WHY WE NEED IET...



# IET MODELS-4 MODELS

- ▶ Duel enrollment
- ▶ Co-enrollment

# IET MODELS-4 MODELS

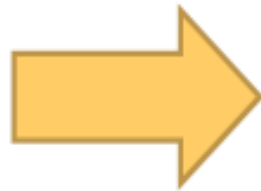
- ▶ Alternating Teachers
- ▶ Pathway Occupational Specific classes
- ▶ Cluster Pathway Occupation
- ▶ And last but not least-I-BEST

# IET- ALTERNATING TEACHERS

**First One Class**

**Then the Other**

***Basic skills class***  
(ESL or ABE/ASE)  
with a ***basic skills***  
***instructor***



***Technical skills***  
***class*** with a  
***technical skills***  
***instructor***

Video

# PATHWAY OCCUPATIONAL SPECIFIC CLASSES

- Entire class focuses on targeted content
- Uses sheltered English in VESL classes
- Prepares students to work in a specific field

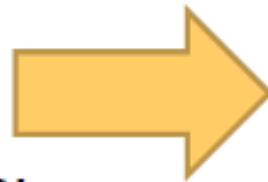
[Video](#)

# CLUSTER PATHWAY OCCUPATIONAL

- Greater variety of student goals in a single class

## First

- All students are together and class has a general workplace focus
- Use general ABE / ESL methods



## Then

- Students break off into groups based on their career fields
- Use vocationally specific materials

[Video](#)



# I-BEST

## INTEGRATED BASIC SKILLS TRAINING

- ▶ I-BEST theory pairs two instructors in the same classroom at the same time.
- ▶ Introduces basic academic skills to students in context to the vocational pathway the student has chosen.
- ▶ Provides opportunities for the students to access and improve their soft skills [Video](#)

# WRAP UP

- **IET is not just for higher level functioning individuals**
  - Helps retain employment
  - helps to shorten the pathway to employment and to higher education.
  - One final, but very important, characteristic of IET as it relates to career pathways is the use of counseling, advising, financial counseling, case management, and other classroom supports to augment and help navigate an individual's educational and career goals.

# QUESTIONS??- RESOURCES

- ▶ **www.calpro-IET**
- ▶ **National Skills Coalition-IET Toolkit**
- ▶ **www.urban.org** - Final Impact Report for Accelerating Opportunity
- ▶ **www.clasp.org** – Integrated Education and Training, A Career Pathways Policy Practice, by Judy Mortrude
- ▶ **Sector Partnering:** Joe Collins - Joe.Collins@iowa.gov
- ▶ **I-BEST Session #3, Room 108 (2:45-4:15):**  
Hawkeye Community College -Jennette-Marie Shepard  
& Lucas Plouff

# IET TRAINING

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